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PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO  
*An Organization of Professional, Technical, and Administrative Employees*

### **AEA COUNTER PROPOSAL TO CITY #11**

The City shall provide a voucher for the purchase of protective footwear for up to \$150 for full-time employees when it is determined by the Department Director or designee that protective footwear is required for the full-time employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection – Protective standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear on an annual basis, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the different. Employees shall be allowed to obtain a voucher from any vendor(s) authorized by the City.

*AEA and Local 21, reserve all rights to propose, alter, modify, or withdraw a proposal at anytime, prior to final agreement.*